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ABSTRACT

A Professional Development Committee at Sault College of Applied Arts and Technology developed a renewal program to allow faculty members to upgrade their skills and abilities through participation in workshops, conferences, academic classes, and various off-campus work projects. Any faculty member desiring renewal funds was required to submit an application describing learning objectives, activities, time period, contact person's name and address, estimated expenses, and commitment of time and funds by the individual. Upon completion of the renewal project, the faculty member is expected to submit a written evaluation describing the experience and to share relevant information with appropriate persons at Sault College. Full salary is paid during renewal and release time is granted to allow participation in renewal activities. At the end of the 1977-78 fiscal year, more than 84 faculty members were involved in 90 renewal projects. A total of $23,579.00 was granted and $19,310.58 were actually spent. Projects lasted from one day to six weeks and included seminars, tours of industrial sites, courses, conferences, research, and return to industry. Annual reports of the renewal program from 1977-78 and 1978-79 are appended, listing actual activities funded according to department. (DF)

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INSTITUTIONAL RENEWAL: A NECESSITY FOR SURVIVAL

Gordon L. Stone

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Sault College
Sault Ste. Marie, Ontario

Paper presented at the 9th International
Institute on the Community College

Sarnia, Ontario
June 12-15, 1978

JC 790 395

CRITERIA FOR SELECTION

(1) consistent with the professional development needs of the individual and the department.

(2) 'plan of action for renewal' complete (see guidelines for application).

(3) cost effective.

(4) personal commitment of time or funds.

(5) the most appropriate person matched with the proposed project.

(6) proposals for return to industry, community involvement, seminars and workshops rate high in priority.

(7) updating potential.

INSTITUTIONAL RENEWAL: A NECESSITY FOR SURVIVAL

Sault College of Applied Arts and Technology is a Community College in Sault Ste. Marie, Ontario. The College first opened its doors to students in October, 1965, and now has a full-time enrollment of over 1,700 students. It has a faculty of 150 full-time teachers.

With the College now in its second decade this raised a concern with College President, Ray Lawson. President Lawson felt that with a great number of the faculty having been with the College since its inception there was a real danger of them losing contact with the actual hands-on skills which they were expected to transmit to the students. With today's rapidly changing technology he felt there was a real need for faculty to be continually upgrading their own skills.

This concern was expressed to faculty in the spring of 1976 and their response was absolutely positive. This resulted in six faculty making arrangements for a "Week in the Working World" during the May/June period of 1976. From this beginning came the College's "Renewal" program.

The basic idea received such overwhelming support from faculty that the Faculty Association's Professional Development Committee approached the President for funds for a full scale Renewal program to be launched in the period of May/June 1977. This resulted in $22,000.00 being made available to be administered solely by the Professional Development Committee which it was decided would act as the Selection Committee this first year...

The Selection Committee defined its -

purpose as: To encourage faculty to update and renew their skills. This implies bringing the faculty member back to the level (s)he was at when hired the The Sault College *vis-à-vis* current skills.

(1) To implement Renewal policy.

(2) To administer the Renewal budget of $22,000.00 for the year 1977/78.

(3) To ensure that all applications for Renewal have equal opportunity for acceptance.

(4) To ensure that the greatest number of faculty are involved in Renewal.

(5) To ensure that all applications meet the selection criteria.

authority as: To make the following decisions.

(1) acceptance of applications.

(2) Quality of proposal.

(3) funds to be granted.

N.B. - The Selection Committee does not have the authority to grant release time - this decision rests with the respective department chairmen.

membership as;

(1) all members will be faculty.

(2) the Professional Development Officer will be a permanent member.

(3) will consit of a minimum of two members of the existing committee plus new members chosen from renewal participants of the previous year.

(4) an attempt will be made to obtain members from each Department of the College.

(5) a quorum will be 5 members.

The application form, a "Plan of Action for Renewal", will include the following: learning objectives, activities, time period, contact person's name and address, estimated expenses, commitment of time and funds by the individual, signature of the department chairman indicating approval for release time and chairman's comments re appropriateness of the proposal.

Upon completion of the Renewal project, the faculty member is expected:

(1) to submit a one page evaluation of his/her experience.

(2) to share relevant learnings with appropriate faculty members.

(3) to indicate planned follow-up.

The Guidelines for Renewal Funding are as follows:

1. The feasibility of a given proposal must be thoroughly researched by an applicant prior to submission to the Selection Committee.

2. Applicants should consult with his/her chairman re release time, budget for supplies, and/or teacher replacement.

3. More than one application per faculty member may be submitted provided priorities are indicated. In the case of a second application an alternate faculty member will be considered.

4. Successful applicants will submit receipts of expenses upon completion of the renewal project. Any advance must be covered by an expense statement as soon as possible after returning to the College.

5. Expenses will be paid on the following basis:

Travel: Equivalent airfare for one person (where more than one person is involved they will be encouraged to travel by car).

Accommodation: $20.00/person/day (short term)

Individuals will be encouraged to stay in residence for long term projects.

Meals: $15.00/day

N.B. - Allowance will be adjusted in relation to area visited.

6. Payment for services while employed during renewal, above an honorarium of $100.00, will be sent to the Sault College and credited to the Professional Development Account specifically for future renewal experiences of faculty. This policy will hold true only for periods designated college time. (see Payment for Services)

7. Applicants will submit an evaluation of their renewal project to the Selection Committee upon completion of the project.

8. Follow-up to ensure maximum sharing of information is most important. Individuals will be prepared to share relevant learnings with appropriate persons at The Sault College.

9. If an applicant is unable to participate in a specified project, the grant will be automatically cancelled. The applicant may reapply at any time.

10. Applications for Renewal will be accepted at any time except for the following time period:

June 1 to September 30 (deadline this time period will be June 1, 1978)

Our rationale for a policy on Payment for Services while employed during Renewal was as follows:

(1) persons will be paid full salary by the College during the time period of renewal.

(2) persons will be given release time by the College to participate in renewal.

(3) costs above normal everyday living expenses are paid by the College during renewal.

(4) our major goal is to renew as many people as possible with funds available.

Where necessary, a letter will be written by the appropriate chairman or dean suggesting this procedure to the employer and indicating the reasoning behind it.

How Did We Make Out During Our First Year?

Feedback- Renewal is strongly endorsed by Faculty, Chairmen, Deans, the President, and the Board of Governors. It is recommended that the program be continued.

Comments re relevance were:

(a) of great benefit both collectively and individually to the division

(b) persons updating themselves in specific areas and in some instances learning new techniques.

(c) mostly in aiding the teachers to keep pace with modern developments

(d) ranged from personal fulfillment to specific relevance to major expertise with the latter most relevant.

(e) the learning experience in each case was directly related to subject taught by each instructor.

At the end of the 1977-78 fiscal year, more than 84 faculty members were involved in 90 renewal projects. The Selection Committee granted a total of $23,579.00 and $19,310.58 were actually spent. The projects varied in length from one day to six weeks. We quickly found that a return to industry is a difficult project to implement. The types of activities faculty were involved in varied widely, such as: seminars, visits,tours of industrial sites, courses, conferences, research, and return to industry.

The return on our investment cannot be measured. The program has a very high cost effectiveness. The program is one that an administrator would find hard to refuse.

For many faculty the greatest change that took place as a result of their involvment in a Renewal experience was one of attitude. They returned to the College with a renewed sense of commitment and an increased awareness of personal involvement and growth.

Yes, we do have funding for 1978-79, another $22,000.00 Our focus again this year will be to encourage more faculty to get involved in updating and renewing their skills.

To continue to meet the needs of faculty the concept of Renewal must be dynamic. During the first year more emphasis was placed on getting as many faculty as possible out of the college to make contact in their field of expertise.

This year, the Selection Committee has been a little more critical of what faculty are doing during their Renewal Project. The renewal exercise must have direct relevance to what the faculty member is presently teaching at Sault College. Many Renewal Proposals are still oriented towards updating knowledge for course content. There is a trend to more process oriented activities, teaching techniques.

As faculty becomes comfortable with their knowledge in the subject area they seem to be more receptive to updating their teaching skills.

I think the next step in the process will be towards research and development. Checking out with College graduates in the field where they are at,what they need to perform their duties and whether or not the courses at Sault College have provided them with the necessary skills. We do have advisory committees for each major subject area where we do get some input. We should be able to get better information by making direct contact with the graduate on the job. Once faculty have this information they will be better prepared to improve the design of their courses.

Their will always be a need for Renewal but perhaps with different priorities.

Gordon L. Stone
Professional Development Officer

GLS:mw

REPORT

ON

RENEWAL 1978-79

May 9, 1978

As of May 9, 1978 a total of $8,469.00 of 1978-79 Renewal funds has been granted.

The members of the Renewal Selection Committee set aside $5,000.00 of the $22,000.00 Renewal budget. This $5,000.00 became a contingency fund for Vocational Development of Faculty. Many applications for Renewal do not expressly fall under Renewal Guidelines but do fall under Vocational Development criteria. On June 1, 1978 the Selection Committee will assess the value of having set aside these funds. Funds which were granted under this fund have been asterisked in the following report.

RENEWAL SELECTION COMMITTEE

Bill Adolph
Norm Barker
Fred Case
Stan Gordon
Jim Hamilton
Jim Korrey
Evelyn Lewis
Oscar Pudymaitis
Gerry Scaife
Gord Stone

ARTS, BUSINESS AND HEALTH SCIENCES

NAME	DESTINATION	DATE	$ GRANTED
Cameron, Karen Applied Arts	The Ontario Chapter American Association on Mental Deficiency Spring Conference, Toronto	April 28-29	$377.00
Cole, Wayne Applied Arts	Conference on Writing Skills and the University Student, University of Waterloo	June 1-3	$220.00
Finn, Ed Applied Arts	Michigan State University and environs to visit state institutions for the severely mentally retarded	May 8-12	$450.00
Guerard, Mary (later transferred to Angie Ballantyne) Health Sciences	University of Western Ontario - workshop on the Borderline Student Nurse	May 8-11	$300.00
Lailey, Bob Business	University of Michigan's Summer Institute - Workshop/seminar on Instructional Techniques (Personal Computers)	June 18-23	$440.00
Lewis, Evelyn Health Sciences	Toronto's Hospital for Sick Children - workshop	May 24-26	$291.00
Niessen, Ralph Business	Fanshawe College - Economics Conference	May 26	$207.00
Price, Marie Health Sciences	St. Louis University - Workshop, National Group for Classification of Nursing Diagnosis	April 5-9	$500.00
* Pudymaitis, Oscar Applied Arts	University of Toronto - Conference on Ethnic Studies	May 11-14	$250.00

TOTAL $ GRANTED TO ARTS, BUSINESS AND HEALTH SCIENCES = $3,035.00

Arts total = $1,297.00 Business total = $647.00

Health Sciences total = $1,091.00

CONTINUING EDUCATION

	NAME	DESTINATION	DATE	$ GRANTED
*	Arbus, Jeffrey Cont. Educ.	Geneva Park Conference Centre, Langford Mills, Ont. - 9th Annual Conference on Professional Practice	May 19-21	$130.00
*	Fraser, Sheila Retraining	Mexico City, Mexico - Teachers of English as a Second Language (T.E.S.L.) Conference 1978	Apr. 4-9	$384.00
	Goudreault, Jeannine Retraining	Toronto - Hairdressing Convention/Seminar	March 11-12	$130.00
*	Kensit, Dave Retraining	Seneca College - "Occupational Training Division" workshop	May 15	$170.00
*	Lalonde, Elsie Retraining	Seneca College - "Occupational Training Division" workshop	May 15	$170.00
	MacDonald, Joyce Retraining	Humber College - 5th Annual Community College Reading Association Conference	May 16-18	$196.00

TOTAL $ GRANTED TO CONTINUING EDUCATION = $1,180.00

Continuing Education = $130.00 Retraining = $1,050.00

OTHER

NAME	DESTINATION	DATE	$ GRANTED
Carrick, Wayne Student Affairs, Counselling	Seattle, Washington - Workshop on Career Planning	April 23-27	$230.00

TECHNOLOGY

NAME	DESTINATION	DATE	$ GRANTED
Barker, Norm Mechanical/Electrical Technology	Ottawa - Conference on Precision Electromagnetic Measurements	June 26-29	$505.00
Clarke, Kenneth Sciences & Natural Resources	Bruce Nuclear Generating Station - work project	May 15 - June 9	$636.00
Filipowich, Walter Mech./Elect. Tech.	Ottawa - Conference on Precision Electromagnetic Measurements	June 26-29	$205.00
Graham, Brent Mech./Elect. Tech.	Sarnia - Great Lakes Fabricating - renew engineering skills	May 15 - June 23	$587.00
Graham, Harry Sciences & Natural Resources	Toronto - Tree Improvement Symposium	Sept. 19-21	$150.00
Holgate, Charles Engineering and Motive Power	Virginia Beach, Virginia - 10th Annual Fuel Injection Instructors' School	July 24 - Aug. 4	$763.00
Korrey, James Sci. & Nat. Res.	Winnipeg - Chemical Institute of Canada - course on Separation Chromatography	June 3-4	$336.00
Maki, Bill Sci. & Nat. Res.	Atlanta, Georgia - 1978 A.E.D.S. (Assoc. of Educational Data Systems) Convention	May 15-19	$600.00
MacLean, Garry Eng. & Mot. Power	Toronto - Transport Canada Maintenance Symposium	May 24-25	$242.00

TOTAL $ GRANTED TO TECHNOLOGY = $4,024.00

Engineering & Motive Power total = $1,005.00

Mechanical/Electrical Technology total = $1,297.00

Sciences and Natural Resources total = $1,722.00

REPORT ON RENEWAL 1977-78

May 25, 1978

prepared by

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THE RENEWAL SELECTION COMMITTEE

FOR 1977-78

The Committee was comprised of eight Faculty members plus the Professional Development Officer:

1) William Adolph

2) Norman Barker

3) James Foster

4) Douglas Heggart

5) Margaret Hurtubise

6) James Korrey

7) William Maki

8) Theresa Prentice

9) Gordon Stone

RENEWAL_SPENDING_BREAKDOWN

DIVISION	DEPARTMENT	TOTAL GRANTED	APPROXIMATE TOTAL SPENT
ARTS, BUSINESS, HEALTH SCIENCES, AND PROFESSIONAL DEVELOPMENT	Arts	$4,095.00	$3,880.35
	Business	$1,565.00	$1,237.27
	Health Sciences	$4,452.00	$3,858.33
	Professional Development	$ 433.00	$ 393.71
ARTS, BUSINESS, HEALTH SCIENCES, & PROFESSIONAL DEVELOPMENT TOTAL =		$10,545.00	$9,369.66
CONTINUING EDUCATION TOTAL	Retraining	$3,080.00	$2,796.28
TECHNOLOGY	Apprenticeship - Engineering & Motive Power	$3,745.00	$1,813.55
	Mechanical/Electrical	$4,279.00	$3,972.39
	Sciences & Natural Resources	$1,930.00	$1,358.70
TECHNOLOGY TOTAL =		$9,954.00	$7,144.64
COLLEGE TOTAL =		$23,579.00	$19,310.58

DEPARTMENT	# OF PROJECTS APPROVED	# OF PROJECTS COMPLETED
Arts	11	11
Business	13	12
Health Sciences	21	21
Professional Development	1	1
DIVISION TOTAL =	46	45
Continuing Education (Retraining)	10	10
DIVISION TOTAL =	10	10
Apprenticeship - Eng. & Mot. Power	14	9
Mechanical/Electrical	10	10
Sciences and Natural Resources	10	10
DIVISION TOTAL =	34	29
COLLEGE TOTAL =	90	84

ARTS, BUSINESS, HEALTH SCIENCES, AND PROFESSIONAL DEVELOPMENT DIVISION

ARTS

NAME	RENEWAL PROJECT	DATE	RENEWAL GRANT
Foster, Jim (Group of 3 Language & Communications Instructors)	Community Colleges' Annual Reading Association Convention - Peterborough	May 17-19, 1977	$550.00 (Total for group)
Kelz, Monica (Fibres)	6 day intensive workshop in spinning & natural dyeing - Georgian College	July 16-23, 1977	$250.00
MacDougall, Ken (Painting & Drawing)	Visit advertising art companies to update technical knowledge in the production of commercial art - Toronto	May 9-19, 1977	$475.00
Melesky, Mary (Language & Communications)	"Literacy Question" Seminar - Dawson College	June 5-10. 1977	$400.00
Melesky, Mary (Group of 3 Lang. & Comm. Instructors)	Community Colleges' Annual Reading Association Convention - Peterborough	May 17-19, 1977	$550.00 (Total for group)
Morrison, Hugh (Printmaking)	Visit art schools, galleries, and make contact with printmakers - New York	June 30 - July 14, 1977	$500.00
Peterson, Peter (Pottery)	"The Pottery Scene in Canada" Phase I: Ontario Crafts Council visit and initial contact with Ont. potters in Toronto area	month of August, 1977	$800.00
Pudymaitis, Oscar (History & Political Science)	Audit a sociology course - U. of Waterloo	Intersession, 1977	$700.00
Pudymaitis, Oscar (His. & Pol. Sci.)	"Teaching Effective Interpersonal Skills" Seminar - Sheridan College	August 2-5, 1977	$185.00
Shulman, Norman (Group of 3 Lang. & Comm. Instructors)	Community Colleges' Annual Reading Association Convention - Peterborough	May 17-19, 1977	$550.00 (Total for group)
Tammik, Tiit (Psychology)	Research and preparation of 2 major course papers and consultation with professors - O.I.S.E., Toronto	July 4 - Aug. 19, 1977	$235.00

BUSINESS

NAME	RENEWAL PROJECT	DATE	RENEWAL GRANT
Caicco, Rose (Secretarial)	Seminar on new procedures in law - Toronto	April 2, 1977	$125.00
Caicco, Rose (Sec.)	Working 2 or 3 days in each of two local law offices	May/June, 1977	NO COST
Caicco, Rose (Sec.)	Psychology course - Algoma Univ. College	Intersession, 1977	$100.00
Caicco, Rose (Sec.)	English course - Algoma Univ. College	Fall/Winter, 1977	$100.00
Case, Fred (Accounting)	Update in public accounting and taxation - Toronto	June 13-17, 1977	$150.00
Case, Fred (Accounting)	Canadian Association of Business Education Teachers' Conference - Vancouver	Unable to attend	$100.00
Heilimo, Bill (Chef Training)	Wilton School of Baking and the National Restaurant Association seminars - Chicago	May 21-28, 1977	$300.00
Iles, Mary-Ann (Secretarial)	Work in Dr. I.M. Kamall's office - locally	May 26 - June 17, 1977	NO COST
Iles, Mary-Ann (Sec.)	"Self-Directed Learning" workshop - Confederation College, Thunder Bay	Nov. 6-8, 1977	$190.00
Lailey, Bob (Data Processing)	Studying management systems at Children's Aid Society - locally	May/June, 1977	NO COST
Prentice, Theresa (Secretarial)	Substitute teaching at Queen Street Campus (for Renewal participant, Hilda Agawa)	May 29 - June 3, 1977	NO COST
Simpson, Margaret (Secretarial)	"Literacy Question" Seminar - Dawson College	June 5-10, 1977	$400.00
Simpson, Margaret (Sec.)	Social Welfare course - Algoma Univ. College	Fall/Winter, 1977	$100.00

HEALTH SCIENCES

NAME	RENEWAL PROJECT	DATE	RENEWAL GRANT
Ballantyne, Angie	Orthopaedic Nurses' Conference - Toronto	Feb. 9-10, 1977	$305.00
Bowser, Alice	Cancer Workshop - Toronto	Apr. 24-26, 1977	$230.00
Guerard, Mary	U. of Toronto course on Nursing Processing of Mental Health	Sept. 28-30, 1977	$225.00
Hobbs, Vera	U. of Western Ontario workshop to examine current problems: Evaluation of Borderline students, Cultural Differences & Re-entry	June 20-23, 1977	$235.00
Iburg, Gwen	Visit to schools of nursing and hospitals in Toronto to research curriculum, observe clinical facilities and newest psychiatric treatments	Apr. 11-15, 1977	$185.00
Iburg, Gwen	"Self-Directed Learning" workshop - Toronto	Aug. 7-12, 1977	$367.00
Johnston, Linda	"Values Clarification" workshop - Paris, Ont.	Apr. 29 - May 1, 1977	$202.00
Lewis, Evelyn	Psychometrics course - Algoma Univ. College	May/June, 1977	$100.00
Lewis, Evelyn	"Self-Directed Learning" workshop - Confederation College	Nov. 6-8, 1977	$190.00
MacEwan, Grace	"Self-Directed Learning" workshop - Confederation College	Nov. 6-8, 1977	$190.00
Morris, Robert	Economics course - Algoma Univ. College	May/June, 1977	$100.00
Morris, Robert	Curriculum Development course - Algoma Univ. College	Fall, 1977	$100.00
Morris, Robert	Administrative Problems course - Algoma Univ. College	Spring, 1978	$100.00

HEALTH SCIENCES CONT'D

NAME	RENEWAL PROJECT	DATE	RENEWAL GRANT
Peterson, Margaret	Sick Children's Hospital workshop - Toronto	May 18-10, 1977	$100.00
Price, Marie	Wayne State courses - Detroit	Intersession, 1977	$400.00
Price, Marie	U. of Toronto School of Nursing: Nursing Diagnosis Symposium and lectures	May 26-27, 1977	$81.00
Smedley, Faye	Sociology course - Algoma Univ. College	May/June, 1977	$100.00
Smedley, Faye	"Self-Directed Learning" workshop - Confederation College	Nov. 6-8, 1978	$190.00
Thompson, Mary Ellen	"Values Clarification" workshop - Paris, Ont.	Apr. 29 - May 1, 1977	$202.00
Thompson, Mary Ellen	"Self-Directed Learning" workshop - Confederation College	Nov. 6-8, 1977	$100.00
TOTAL NURSING FACULTY	"Clinical Evaluation" workshop with noted guest speaker - locally	Jan. 3-4, 1978	$750.00

PROFESSIONAL DEVELOPMENT

NAME	RENEWAL PROJECT	DATE	RENEWAL GRANT
Stone, Gordon	"Self-Directed Learning" workshop - Toronto	Aug.7-12, 1977	$433.00

CONTINUING EDUCATION DIVISION

RETRAINING

NAME	RENEWAL PROJECT	DATE	RENEWAL GRANT
Agawa, Hilda (Commercial)	Provincial Institute Leadership Development Program - Ottawa	May 29 - June 3, 1977	$263.00
Baber, Ralph (Language & Communications)	Investigate results of "Language Across the Curriculum" at Northern College	Oct. 31 - Nov. 2, 1977	$179.00
Farelli, Michael (Hairdressing)	Hairshows - Chicago and New York	Feb. 24-27, 1978	$450.00
Folco, Brent (Marine & Small Engines)	Visit Outboard Marine installations to update procedures in ignition systems and electronics	May 30 - June 3, 1977	$175.00
Goudreault, Jeannine (Hairdressing)	Hairdressing Convention/Seminars - Montreal	Feb. 26-28, 1977	$429.00
Horsford, Greg (Academic Upgrading)	Sociology course - Algoma Univ. College	Unable to attend	$100.00
Leach, Laila (Language & Communications)	Community Colleges' Annual Reading Association Convention - Peterborough	May 17-19, 1977	$279.00
Leacock, James (Language & Communications)	Community Colleges' Annual Reading Association Convention - Peterborough	May 17-19, 1977	$235.00
MacDonald, Joyce (Language & Communications)	"Literacy Question" Seminar - Dawson College	June 5-10, 1977	$400.00
Smith, Phyllis (Food Preparation)	Wilton School of Baking course - Chicago	May 30 - June 10, 1977	$625.00

TECHNOLOGY DIVISION

APPRENTICESHIP - ENGINEERING AND MOTIVE POWER

NAME	RENEWAL PROJECT	DATE	RENEWAL GRANT
Butcher, Paul (Group of 3 Heavy Equipment Diesel Instructors)	Northern Ontario tour of employers' sites	June 6-10, 1977 (Unable to attend)	$575.00 (Total for group)
Cameron, Graham (Surveying)	National Surveying Teachers' Seminars - U. of New Brunswick, Fredericton	June 19-25, 1977	$350.00
Daly, Gene (Automotive)	General Motors Diesel School - Scarborough	Unable to attend	$275.00
Davies, William (Construction)	"Literacy Question" Seminar - Dawson College	June 5-10, 1977	$400.00
Frech, Gordon (Drafting)	"Hollow Structural Section" Symposium - Toronto	May 25, 1977	$195.00
Henderson, Marvin (Automotive)	Engine Rebuilding sessions - Minneapolis	Unable to attend	$250.00
Holgate, Charles (Heavy Equipment Diesel)	Fuel Injection Instructors' School - Sioux City, Iowa	Unable to attend	$710.00
Holgate, Charles (Group of 3 H.E.D. Instructors)	Northern Ontario tour of employers' sites	June 6-10, 1977	$575.00 (Total for group)
MacLean, Garry (Drafting)	Developing proficiency in architecture by working with Mr. J. Cunningham - locally	May/June, 1977	NO COST
Murphy, Ivan (Heavy Equipment Diesel)	General Motors Diesel School - Scarborough	Nov. 6-10, 1977	$275.00
Murphy, Ivan (Group of 3 H.E.D. Instructors)	Northern Ontario tour of employers' sites	June 6-10, 1977	$575.00 (Total for group)
Pacque, Peter (Automotive	Work in a large automotive dealership in Toronto	Unable to attend	$200.00

APPRENTICESHIP - ENGINEERING AND MOTIVE POWER CONT'D

NAME	RENEWAL PROJECT	DATE	RENEWAL GRANT
Rising, Colin (Drafting)	Visit to Proctor Redfern to see computer applications for drafting and design - Toronto	May 16-18, 1977	$190.00
Ursell, Mel (Drafting)	Research into "Solar Heating Systems" - Toronto; Waterloo; Ithaca, Mich.	June 7-10, 1977	$325.00

MECHANICAL/ELECTRICAL

NAME	RENEWAL PROJECT	DATE	RENEWAL GRANT
Bridge, Ron (Welding & Fabricating)	Weld & Quality Inspection course - Metals Park, Ohio	May 16-20, 1977	$400.00
Caple, Ed (Machine Shop)	Metalworking workshop - Hamilton	May 23-27, 1977	$438.00
Davies, Gerry (Electrical Computer Services)	M.I.T. course in microprocessor applications - Cambridge, Mass.	June 13-17, 1977	$650.00
Davies, Robert (Electrical)	Engineering course at U. of Wisconsin - Milwaukee	Aug. 15-19, 1977	$592.00
Hamilton, James (Electrical)	Engineering course at U. of Wisconsin - Milwaukee	Aug. 15-19, 1977	$592.00
McCormack, Don (Electrical)	Engineering course at U. of Wisconsin - Milwaukee	Aug. 15-19, 1977	$592.00
Pearman, Richard (Electrical)	Work in Algoma Steel's Tube Division - locally	May/June, 1977	$100.00
Scaife, Gerry (Steamfitting)	Consultation with steamfitting instructor at George Brown College, Toronto	June 20-22, 1977	$100.00
Thom, Gunter (Welding & Fabricating)	Weld Quality & Inspection course - Metals Park, Ohio	May 16-20, 1977	$365.00
Triplett, Norm (Mechanical)	Vickers Training School: "Hands On" workshop/seminar - Royal Oak, Mich.	June 13-24, 1977	$450.00

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SCIENCES AND NATURAL RESOURCES

NAME	RENEWAL PROJECT	DATE	RENEWAL GRANT
Cooper, Harold (Forestry)	Interview employers and former students for a forest research management survey - Northern Ontario	June 13-17, 1977	$125.00
Engel, Manfred (Geology)	Visit to Ecstall Mines, Texas Gulf - Timmins	June 21-22, 1977	$150.00
Fischer, Stan (Forestry)	Insect and Disease survey and research - Northeastern Ontario	June 6-10, 1977	$100.00
Graham, Harry (Forestry)	Study and forest research - Ohio, North Carolina, Kentucky	May 14-24, 1977	$325.00
Heggart, Douglas (Industrial Chemistry)	Lab research at Texas Gulf - Timmins	June 20-30, 1977	$300.00
Korrey, James (Industrial Chemistry)	Research on "Use of Specific Ion Electrodes on Analyses" - McMaster Univ., Hamilton	May 23 - June 4, 1977	$200.00
Murphy, Derrol (Forestry)	Interview employers and former students for a forest research management survey - Northern Ontario	June 13-17, 1977	$125.00
Murphy, Derrol (For.)	Training program for seasonal naturalists - Mattawa	May 30 - June 3, 1977	$105.00
Venn, Verdun (Geology)	Visit to Ecstall Mines, Texas Gulf - Timmins	June 21-22, 1977	$150.00
Wiskin, John (Forestry)	Research in Forest Mensuration - Northern Ontario	May 17-20, 1977	$350.00

PLAN OF ACTION FOR RENEWAL

NAME _____ DATE _____

DEPARTMENT _____ DIVISION _____

LEARNING OBJECTIVES: 1. _____

_____

_____

2. _____

_____

3. _____

_____

HOW OBJECTIVES WILL BE MET:

ORGANIZATION/INDUSTRY/INSTITUTION _____

CONTACT PERSON _____

LOCATION _____

ACTIVITIES/JOB DESCRIPTION _____

_____

_____

_____

EXPENSES: ACCOMMODATION _____ TRAVEL _____

REGISTRATION FEE _____ MEALS _____

OTHER _____

TOTAL = _____

_____ _____ _____

FACULTY MEMBER PROFESSIONAL DEVELOPMENT OFFICER CHAIRMAN

ADDITIONAL INFORMATION _____

CHAIRMAN'S COMMENTS _____

SELECTION COMMITTEE'S RECOMMENDATIONS _____

UNIVERSITY OF CALIF.
LOS ANGELES
AUG 3 : 1979
CLEARINGHOUSE FOR
JUNIOR COLLEGES